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Council

Minutes of the virtual meeting by Microsoft Teams Friday 16 September at 18:00

Present on Teams:	Craig Poxon	-	Chair
	Mary Barratt	-	Chair of EPC
	Mark Bayada	-	Vice Chair, Chair of MDC
	Adrian Bond		
	Alex Busby-Hicks	-	
	Natasha Higman	-	Treasurer
	Robert Hartley	-	INED
	Kate Lindsley		
	Joanne Shaw	-	INED
Eleanor Southworth	-		
In attendance on Teams:	Tony Butler	-	Chief Operating Officer
	Liam Domin-Goddard	-	Communications Manager
	Jeff Montgomery	-	Safety & Technical Officer & STC Chair
	Lise Moore	-	Secretary-General (Secretary)

This meeting was specifically to discuss Agenda Item 10 from the meeting held Tuesday 13th September which was postponed.

Item	Minute
65/22	<u>Future Resources Working Group Report</u>

A brief discussion took place regarding whether some of the staff members present should be privy to the discussions that would be taking place. It was agreed that they could as they would all be updated immediately after the meeting regardless.

The Chair of the working group spoke about the three papers that had been put into the council folder for the meeting held on 13 September 2022.

Rob opened the discussions by summarising the letter the staff had written in response to the proposal. He went on to clarify that Tony Butler was not due to retire until the end of May 2023 and not February as was in the working group's proposal.

The Chair of the working group opened the meeting for general discussion.

The Treasurer stated that she felt it was important to get the job descriptions for the three identified roles, completed in detail to ensure all tasks currently undertaken were allocated to a role.

Concerns were raised from the STO that the lack of consultation with the staff during this process and the process of the pay review was creating concern within the team. Rob responded to say that a separate communications plan was in place for the staff pay review.

Further concern was raised that by fitting a corporate approach into a small organisation might affect the culture of the Association. The STO pointed out that as far as he was concerned, it was vital that the CEO has a clear knowledge and understanding of the sport.

The Vice-Chair pointed out that, whilst the CEO role was intended to be the decision-maker within the Association, all references to safety should be ring-fenced so they could not be overruled by the CEO. It was agreed that this may need to be written into the job descriptions.

Rob was asked to point out that the proposal required 80% approval by the board in order to be carried.

Regarding the appointment of the three roles, it was clarified that the CEO would be part of the recruitment process.

Proposal 1 received

The approval by Council of the identification and appointment of the following three roles based on the timeline provided:

- Chief Executive Officer (CEO)
- Head of Safety, Training & Competitions
- Head of Finance & Operations

Proposer Rob Hartley, second Eleanor Southworth

Against None, Abstain none

Proposal carried.

Proposal 2 Received

That a task and finish group is created to provide job descriptions for the above three roles for approval by Council. The task and finish group will consist of Council directors and staff, based on a variety of skill sets and knowledge.

Proposer Rob Hartley, second Mary Barratt

Against None, Abstain none

Proposal carried

Proposal 3 from the board paper was not voted on.

It was agreed that a further meeting is scheduled toward the end of the month to agree on the job descriptions. This meeting could be incorporated into a meeting to discuss the council vacancies.

The Chair reminded members of Council to consider the minutes from the previous extraordinary meetings, so the recordings could be deleted as soon as possible.

Rob asked council to consider if anyone would be happy to act as the staff liaison officer. The COO reminded council that this appointment was at the discretion of the staff.

There being no further business, the meeting was closed at 19.15 (1 hrs 15 mins).